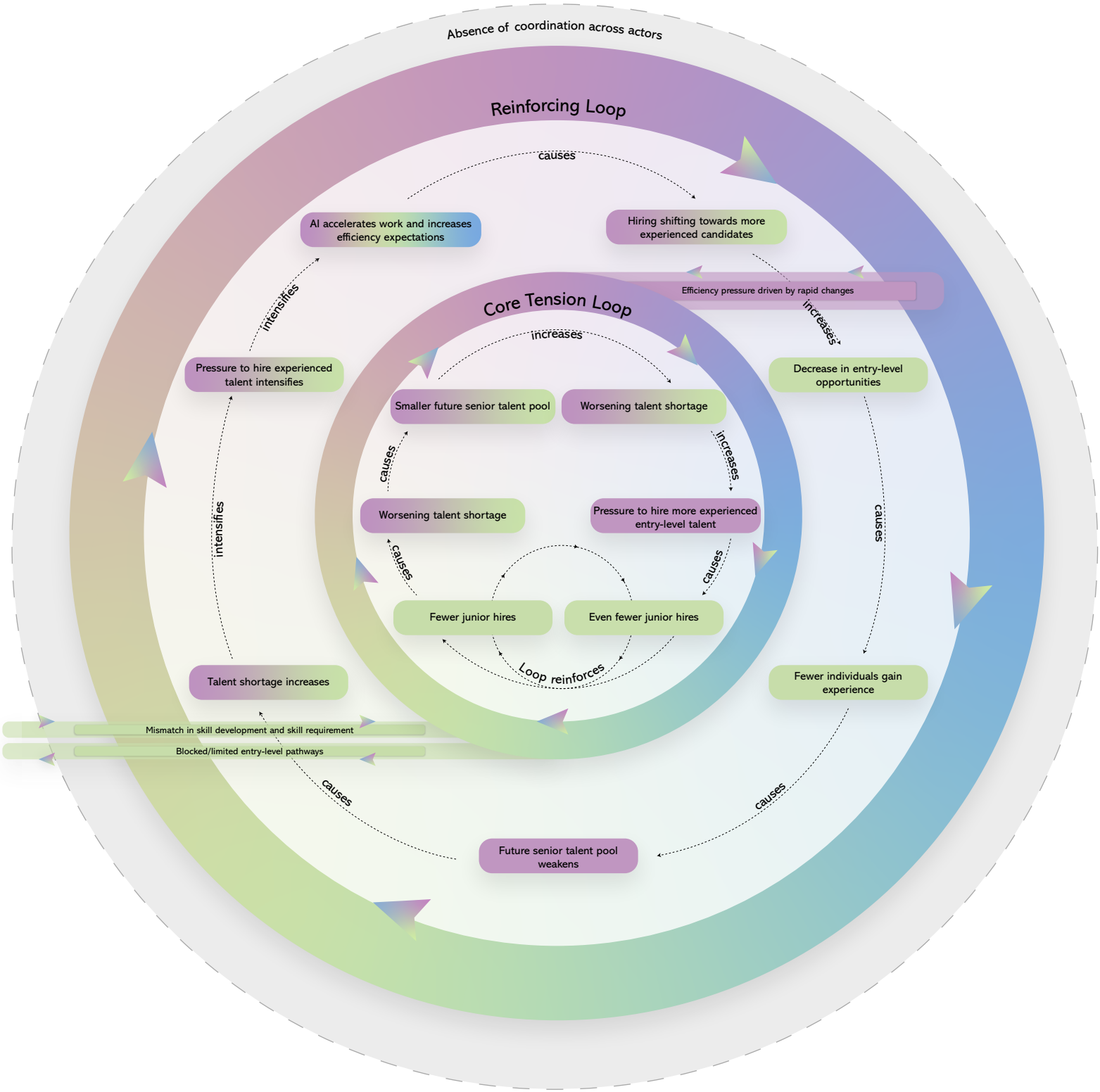
Absence of coordination across actors
Reinforcing Loop
causes
AI accelerates work and increases efficiency expectations
Hiring shifting towards more experienced candidates
Efficiency pressure driven by rapid changes
intensifies
increases
Core Tension Loop
increases
Pressure to hire experienced talent intensifies
Decrease in entry-level opportunities
Smaller future senior talent pool
Worsening talent shortage
causes
increases
Worsening talent shortage
Pressure to hire more experienced entry-level talent
intensifies
causes
causes
causes
Fewer junior hires
Even fewer junior hires
Loop reinforces
Talent shortage increases
Fewer individuals gain experience
Mismatch in skill development and skill requirement
Blocked/limited entry-level pathways
causes
causes
Future senior talent pool weakens